

Understanding Sexual and Gender Diversity

(GSM/LGBTQ Awareness 101)

Ami Davis

Manager, Youth Wellness and Policy

DBH OCCES Subject Matter Expert: LGBTQ
Populations

(She/Her/They/Them)

Reach Out
Strengthening Communities
1126 W. Foothill Blvd. Ste. 250
Upland, CA, 91786
(909) 982-8641
We-reachout.org



ABOUT ME

- Professional Experience
 - Reach Out
 - CHW
 - School Based Program
- LGBTQ Sub-Committee (SME)
- SOGI Data Consultant
- Personal Experience



Meet Ryland



THIS IS A SAFE SPACE FOR ALL:

What does that mean for us as a group?

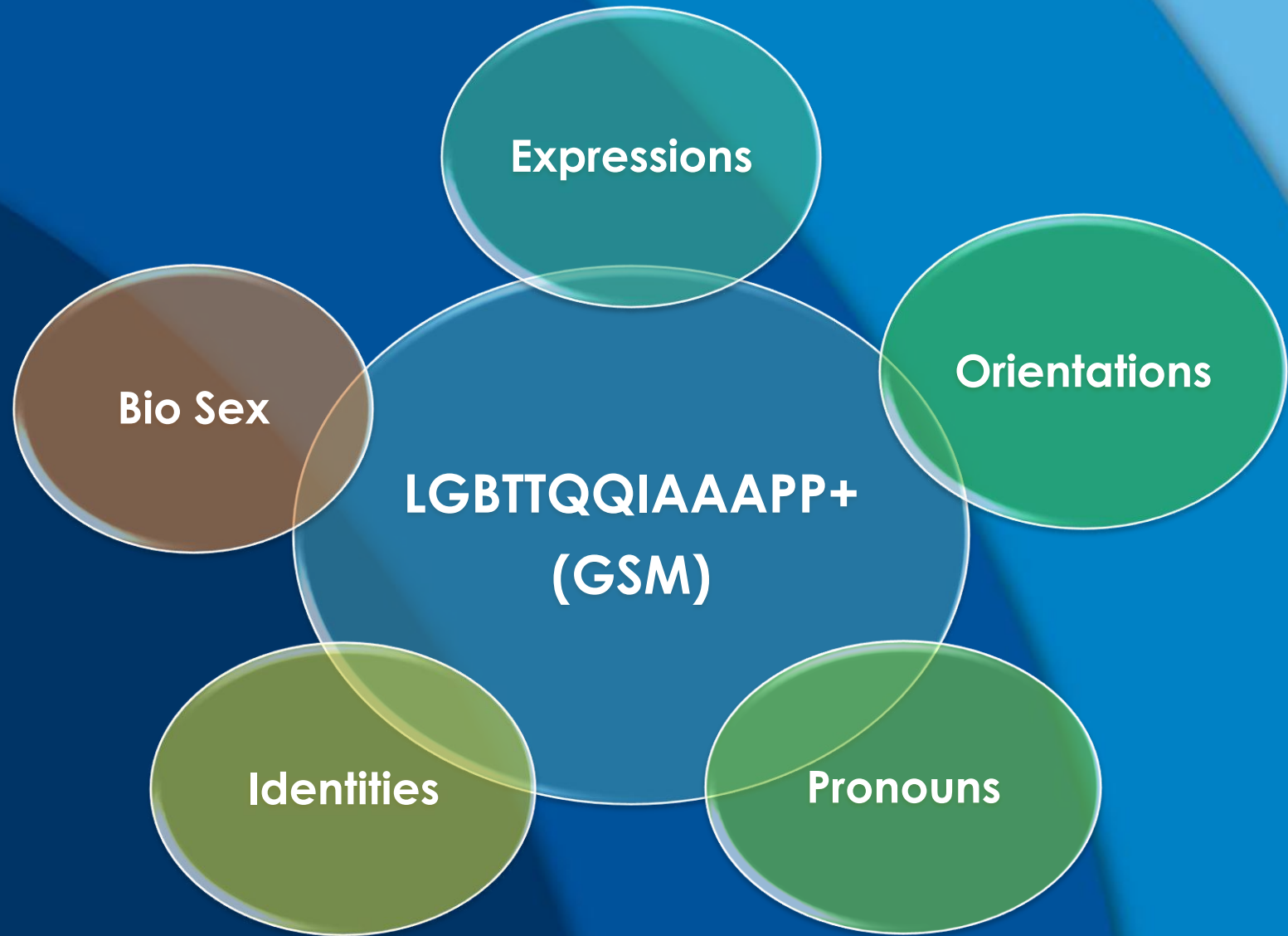
“Our language shapes what we see...”

– Vishen Lakhiani

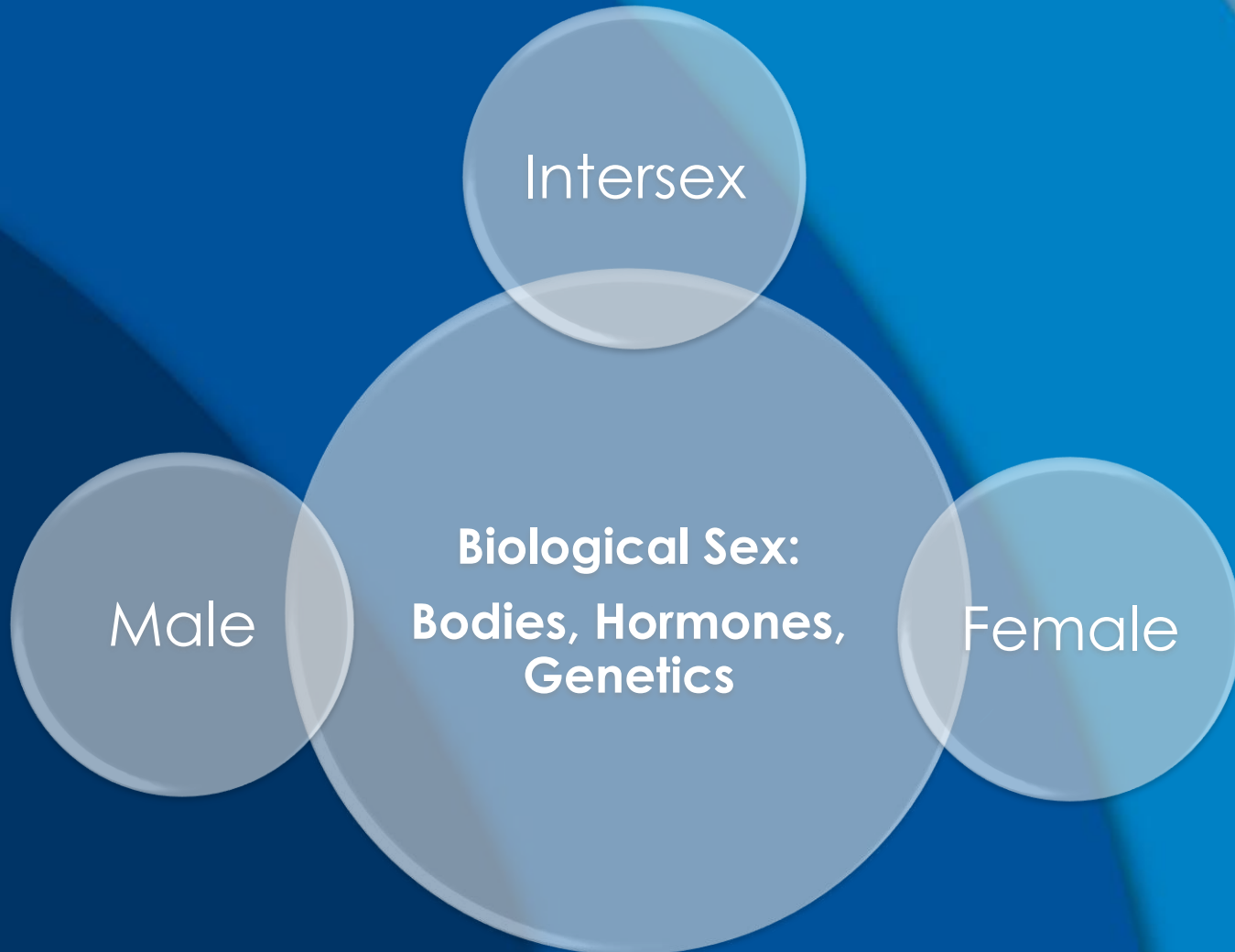
The Code of the Extraordinary Mind



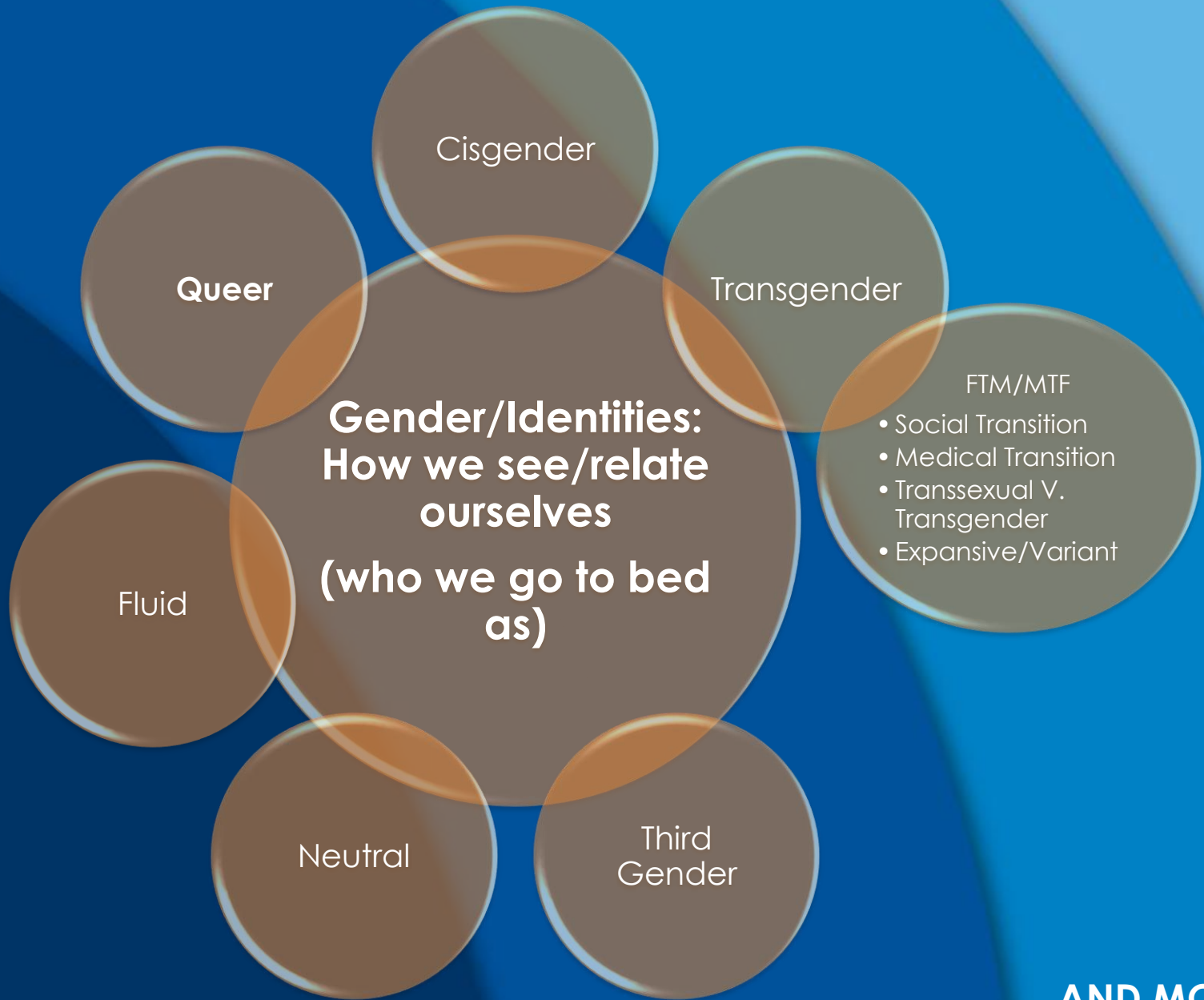
Language



Language



Language



AND MORE!

Language

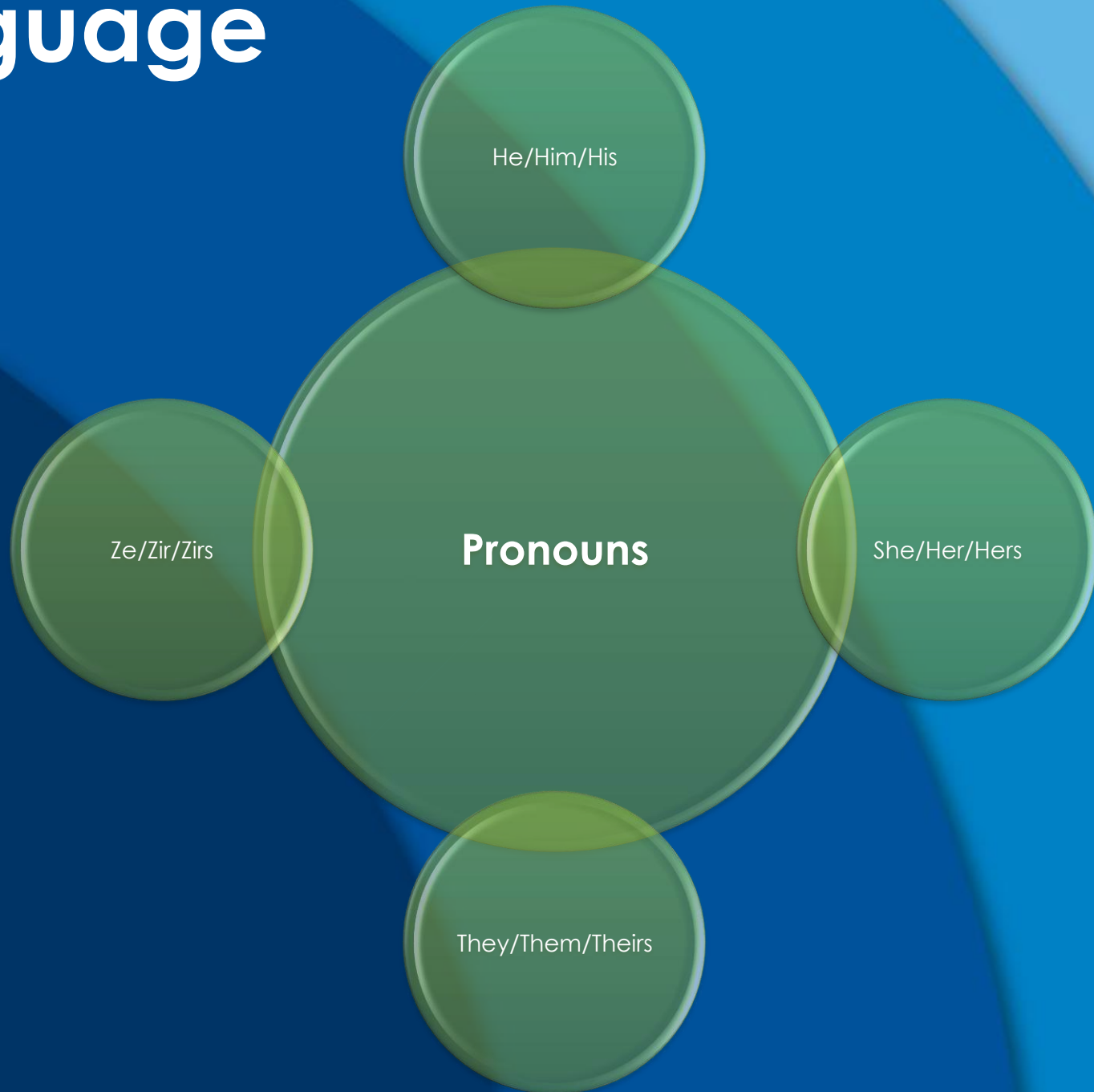
Gender in other cultures

Gender Revolution: A Journey with Katie Couric, National Geographic(1:18:30)



Third
Gender

Language

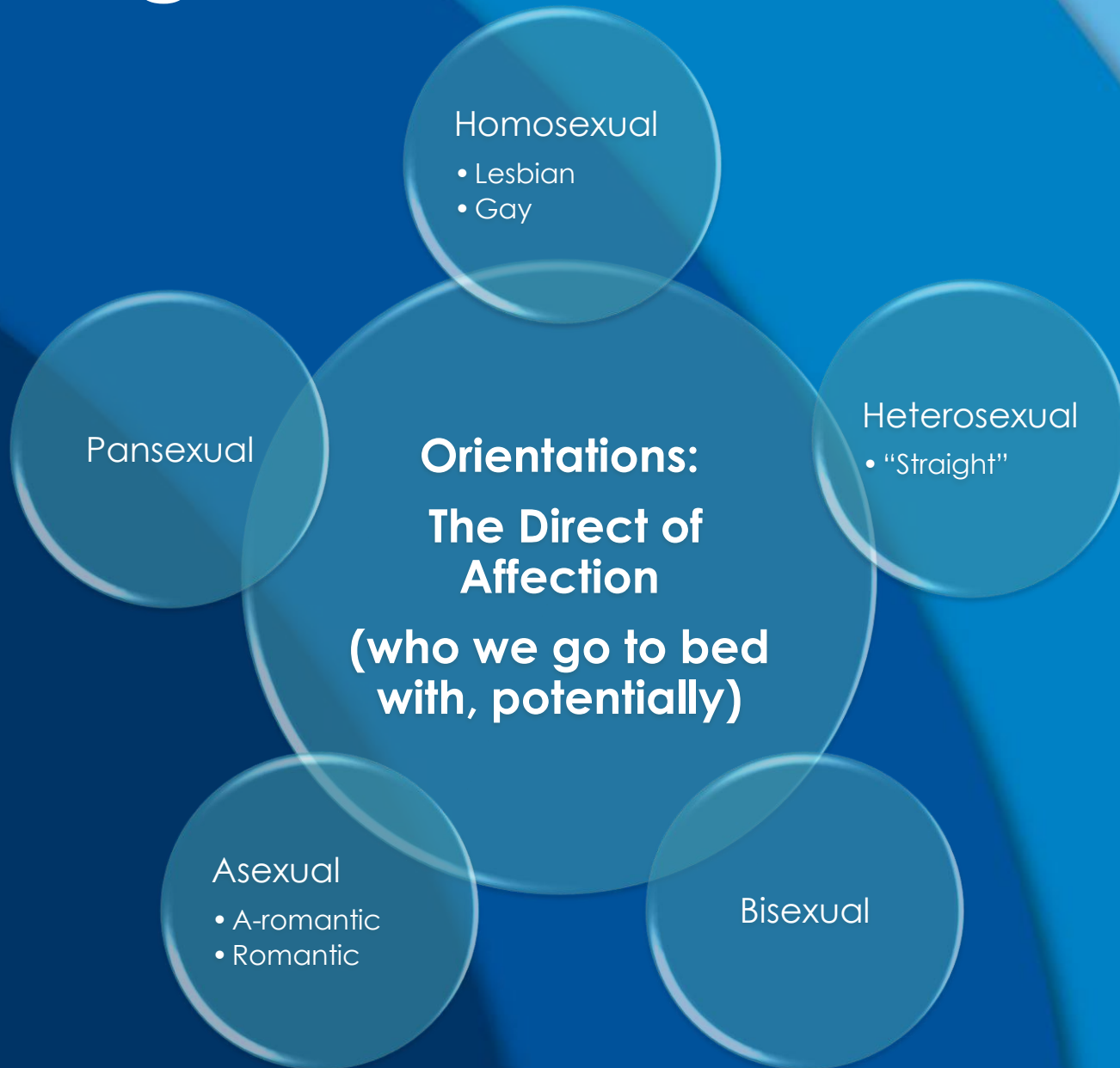


Language



AND MORE!

Language



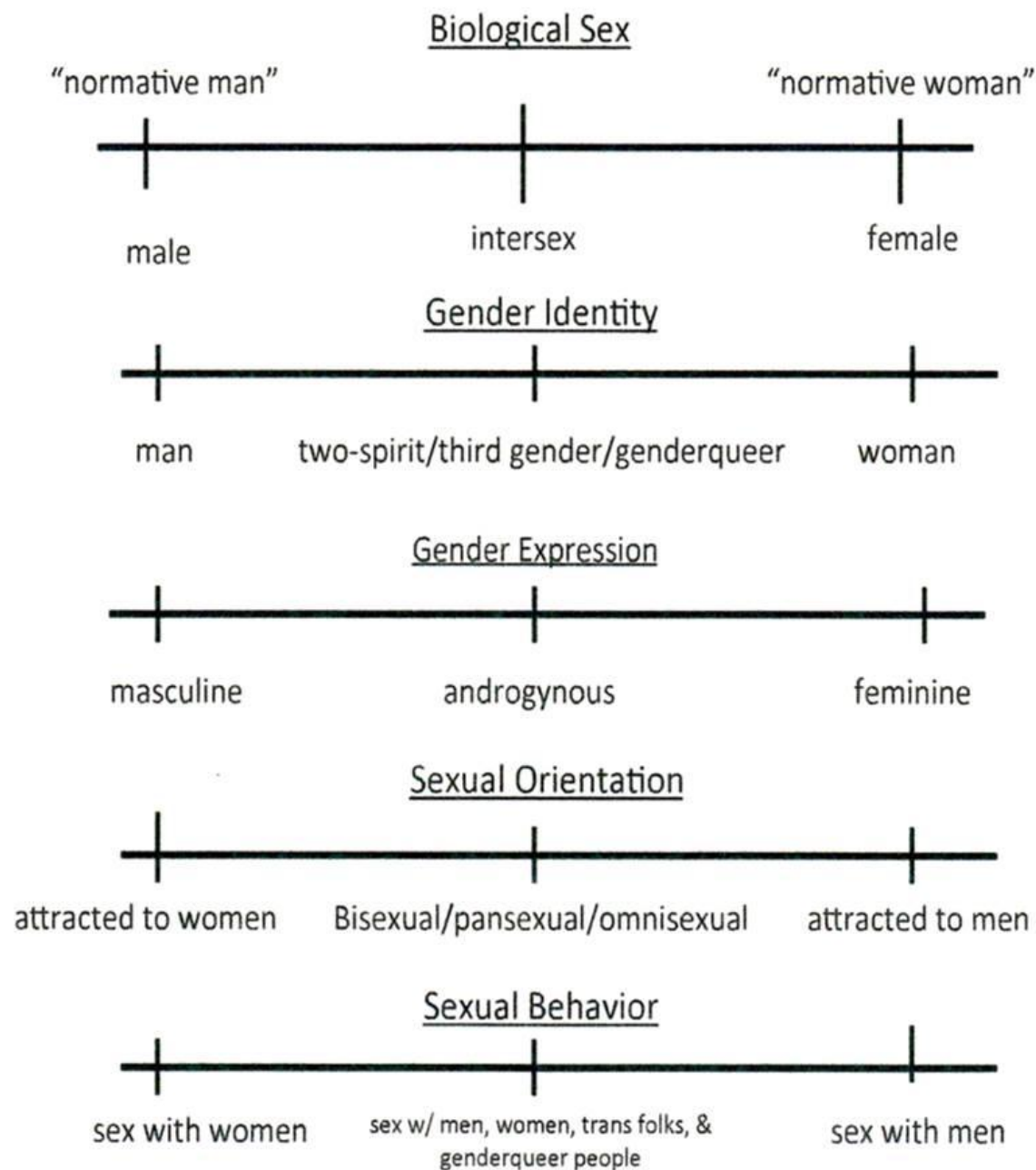
AND MORE!

From the Mouths of Babes

Creating Gender Inclusive Schools – Johnathan Skurnik



Sex, Gender, Sexuality Diagram



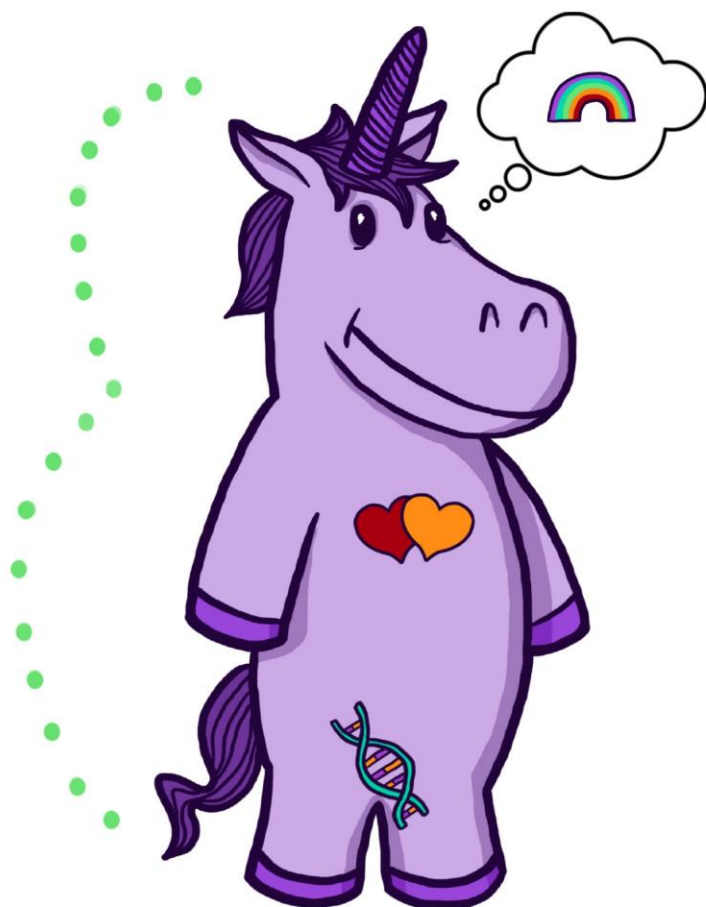
Relative Concepts

- **Intersectionality!**
 - Mx. (pronounced mix)
 - Latinx, Afro-Latinx
- Closeted/living authentically or openly
- Coming out
 - Internalized homophobia/biphobia/transphobia
- Family
 - Of Choice
- “Passing”
 - The Transition Process
 - Adults
 - Children



El unicornio de genero:

Grafica por:
TSER
Trans Student Educational Resources



Identidad de género

- ☐ Hembra/Mujer/Niña
- ☐ Varón/Hombre/Niño
- ☐ Otros género(s)

☐ Expresión de genero/presentación

- ☐ Feminina(o)
- ☐ Masculino(a)
- ☐ Otro



Sexo asignado(a) al nacer

Hembra

Varón

Otro(a)/Intersex



Te atrae sexualmente

- ☐ Mujer
- ☐ Hombre
- ☐ Otro(s) generos



Te atrae r manticamente

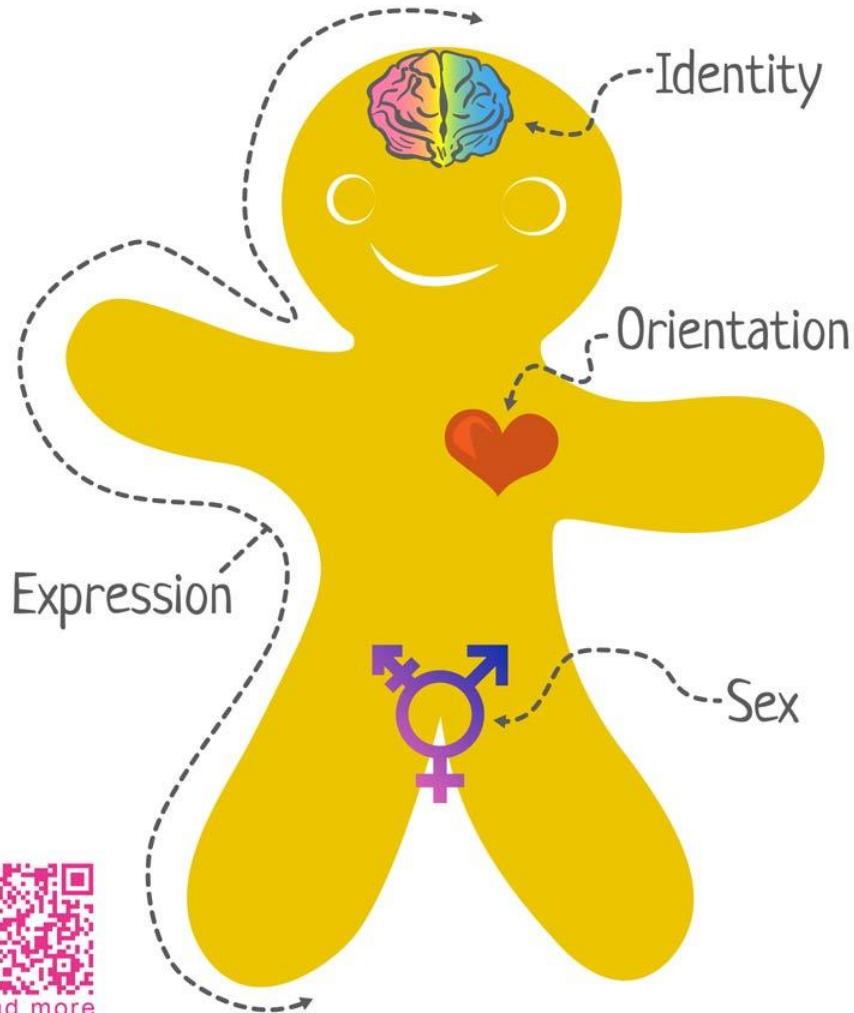
- ☐ Mujer
- ☐ Hombre
- ☐ Otro(s) g neros

Para saber m s ve a:
www.transstudent.org/gender

Dise ado por Landyn Pan

The Genderbread Person

by www.ItsPronouncedMetrosexual.com



Gender Identity

Woman

Genderqueer

Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

Gender Expression

Feminine

Androgynous

Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

Biological Sex

Female

Intersex

Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

Sexual Orientation

Heterosexual

Bisexual

Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

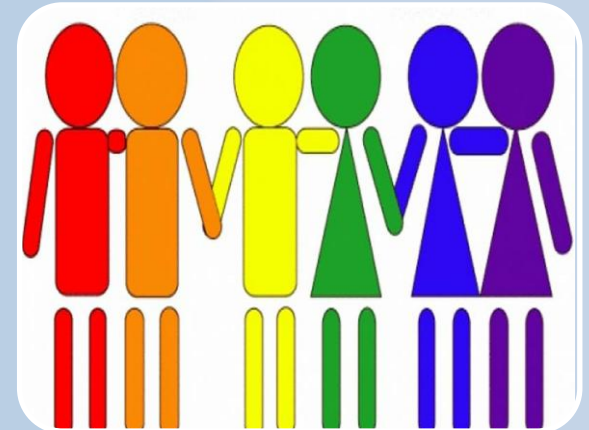
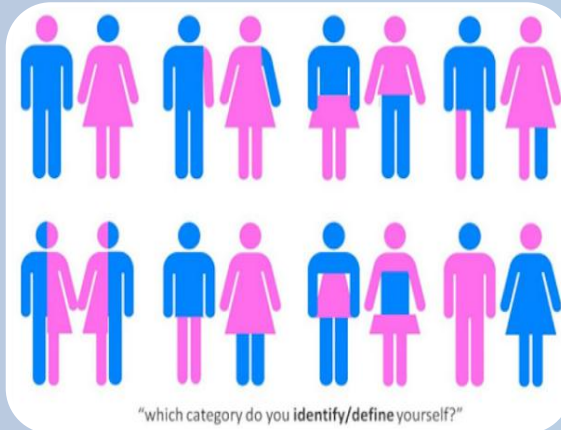
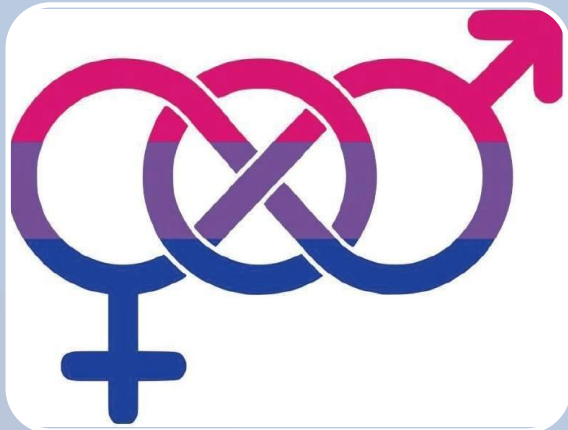
Some things we should try to **avoid**..

- “Gay-dar”
- Media as the only truth
- Assumptions
 - Forgetting about Intersex folks, assuming androgynous is intersex or non-conforming is transgender
 - That we have a right to know about other people’s bodies or romantic lives
 - Becoming “color blind” and not acknowledging **intersectionality**, even out of trying to be inclusive
 - Mis-gendering

Inaccuracies

- Heterosexism
- Heteronormativity
- Outing
- “Lifestyle”
- “Sexual Preference”
- “Becoming” male/female/etc...





Sex

Biological

Assigned at Birth

- Male
- Female
- Intersex

Gender

How one relates to themselves

Regardless of bio. sex

Vast & Cultural

- Neutral/Fluid/
- Queer
- Cis/Trans
- Third/Cultural

Orientation

- The “direction of one’s affection”
 - Heterosexual
 - Homosexual
 - Lesbian/Gay
 - Bisexual
 - Pansexual
 - Asexual

Laws/Policies

CA Public School Students:

- Students may use restrooms/locker rooms, sports teams to which they identify regardless of biological sex (AB 1266)
 - CIF:
http://www.cifstate.org/governance/constitution/Guidelines_for_Gender_Identity_Participation.pdf
 - <http://www.cde.ca.gov/re/di/eo/faqs.asp>
- Students are protected from bullying and harassment including based on real or perceived gender identity, expression, or sexual orientation (AB 537)
 - <http://www.casala.org/pdfs/LawsandPoliciesLGBT.pdf>

Guidance:

- **Confidentiality!**
- Gender neutral restrooms when/where possible; accessible to **ALL**
- Pronouns/name change forms; markers in files for “in house”
- Inclusive and gender neutral dress code, special events, anti-bullying, harassment/discrimination policies
 - <https://www.aclunc.org/our-work/know-your-rights/transgender-student-rights-school>
 - <https://www.aclu.org/issues/lgbt-rights/lgbt-youth>



Laws/Policies

CA Employment:

- California state law specifically prohibits discrimination on the basis of both gender identity and gender expression — regardless of the person's assigned sex at birth. California law further specifically protects an employee's right to appear or dress consistently with his/her gender identity or gender expression.

Guidance (from CA Dept. of Fair Employment & Housing):

- **Confidentiality!**
- Employers should not ask questions designed to detect a person's sexual orientation or gender identity, such as questions about marital status, about a person's body or whether they plan to have sex reassignment surgery or other procedures.
- Employers who have a dress code should apply it consistently in a non-discriminatory manner. For example, a transgender person identifying as a woman must be allowed to dress in the same manner as non-transgender women and her compliance with the policy cannot be judged more harshly than non-transgender women.
- All employees have the right to use a restroom or locker room that corresponds to the employee's gender identity — regardless of the employee's assigned sex at birth.
 - To provide options for workers and enhance privacy for all employees, employers, where possible, should create single-user or unisex restroom facilities, but should not force a transgender employee to exclusively use that facility.
 - This unisex or single stall bathroom can be used by any employee desiring increased privacy, regardless of the underlying reason. The use of a unisex single stall restroom should always be a matter of choice.
 - <https://transgenderlawcenter.org/resources/know-your-rights/faq-the-gender-nondiscrimination-act>
 - <http://hrwatchdog.calchamber.com/2016/02/new-california-guidance-regarding-transgender-employees-and-lawsuit-settlement/>



2015 GLSEN Negative Remarks

- Almost all of LGBTQ students (**98.1%**) students heard “gay” used in a negative way (e.g., “that’s so gay”) at school; 67.4% heard these remarks frequently or often, and 93.4% reported that they felt distressed because of this language.
- **95.8%** of LGBTQ students heard other types of homophobic remarks (e.g., “dyke” or “faggot”); 58.8% heard this type of language frequently or often.
- **95.7%** of LGBTQ students heard negative remarks about gender expression (not acting “masculine enough” or “feminine enough”); 62.9% heard these remarks frequently or often.



2015 GLSEN Implications

- GSA Clubs and LGBTQ Inclusive Curriculum:
 - Decrease negative comments/speech on campus
 - Decrease absenteeism
 - Increase school connectedness
 - Increase staff reporting of hate language/bullying
- Supportive staff members and school climates (Safe Spaces):
 - Increase overall GPA for LGBTQ students
 - Increase graduation rates for LGBTQ students
 - Decrease absenteeism
 - Decrease unfair discipline



RECAP

- Sex V. Identity V. Orientation V. Expression
- Pronouns
- Policy Compliance
- Supporting Staff
- Safe(r) Spaces for Students
 - Saving Lives



What can you do?!

- ***Personally***

- *In your own mind and everyday actions, in your home, with your family and friends.

- ***Professionally***

- *In your office, in your practice, with coworkers, with consumers.

**FIRST, DO NO
HARM.**

5 IMPORTANT POINTS TO KEEP IN MIND

1. Understand orientation and identity
2. Coming Out
3. Messages about homosexuality
4. Remember: diversity and culture
5. Know the resources available

Presentation adapted from Ally Training Packet, The Queer Resource Center of the Claremont Colleges with permission.

Reach Out
Strengthening Communities
1126 W. Foothill Blvd. Ste. 250
Upland, CA, 91786
(909) 982-8641
We-reachout.org



How Reach Out Can Help

Culture and Climate Program:

- Case by Case Consultations
- Professional Development/Trainings
- Parent/Open Community Forums
 - Policy Creation Assistance
 - Student Engagement
- Specific Data Collection, Assessments
 - Gender Support Plan Workshops
- Student/Staff Transition Plan Workshops

Reach Out
Strengthening Communities
1126 W. Foothill Blvd. Ste. 250
Upland, CA, 91786
(909) 982-8641
We-reachout.org



Resources

- www.we-reachout.org
 - www.GLSEN.org
- www.GenderSpectrum.org
 - www.pacer.org
- www.thetrevorproject.org
 - www.gsanetwork.org



Questions ???



For a more in-depth training, information about
the Climate & Culture Program, Reach Out's
Programs and more, please contact:
Ami Davis

Office: 909-982-8641 ext. 166

Cell: 760-498-3272

E-mail: ami@we-reachout.org

1126 W. Foothill Blvd. Ste. 250/255
Upland, CA 91786



Thank You!

